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✓ Latest release

Working arrangements

Working arrangements and forms of employment, such as casual work, fixed-term, independent contractors, shift work, job flexibility and job security

Reference period August 2022

Released 14/12/2022

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Key statistics

- 2.7 million casual employees (23% of employees, 20% of all employed), up from 2.4 million in August 2021.
- 21% of employees didn't have minimum guaranteed hours, up from 20% in August 2016.
- 1.1 million independent contractors (8.3% of employed).
- 3.4% of employees were employed on a fixed-term contract.

Some of the information on working arrangements is collected in alternating years of the Characteristics of Employment Survey. As a result, this topic page contains data

from both August 2021 and August 2022.

Other topics

Statistics from the [Characteristics of Employment \(/statistics/labour/earnings-and-working-conditions/characteristics-employment-australia/latest-release\)](#) survey are also published in three other topic-based releases.

- [Employee earnings \(/statistics/labour/earnings-and-work-hours/employee-earnings/latest-release\)](#)
- [Trade union membership \(/statistics/labour/earnings-and-work-hours/trade-union-membership/latest-release\)](#)
- [Labour hire workers \(/statistics/labour/earnings-and-working-conditions/labour-hire-workers/latest-release\)](#)

Microdata and TableBuilder

Characteristics of Employment microdata for 2014 to 2022 will be available in [TableBuilder \(/statistics/microdata-tablebuilder/tablebuilder\)](#) and [DataLab \(/statistics/microdata-tablebuilder/datalab\)](#) from 16 December 2022. For more information, refer to [Microdata and TableBuilder: Characteristics of Employment \(/statistics/microdata-tablebuilder/available-microdata-tablebuilder/characteristics-employment-australia\)..](#)

Casual employment

The main indicator ABS uses for casual employment is whether an employee is entitled to paid leave, which includes paid sick leave or paid holiday (annual) leave. These entitlements are usually reserved for non-casual or permanent employment.

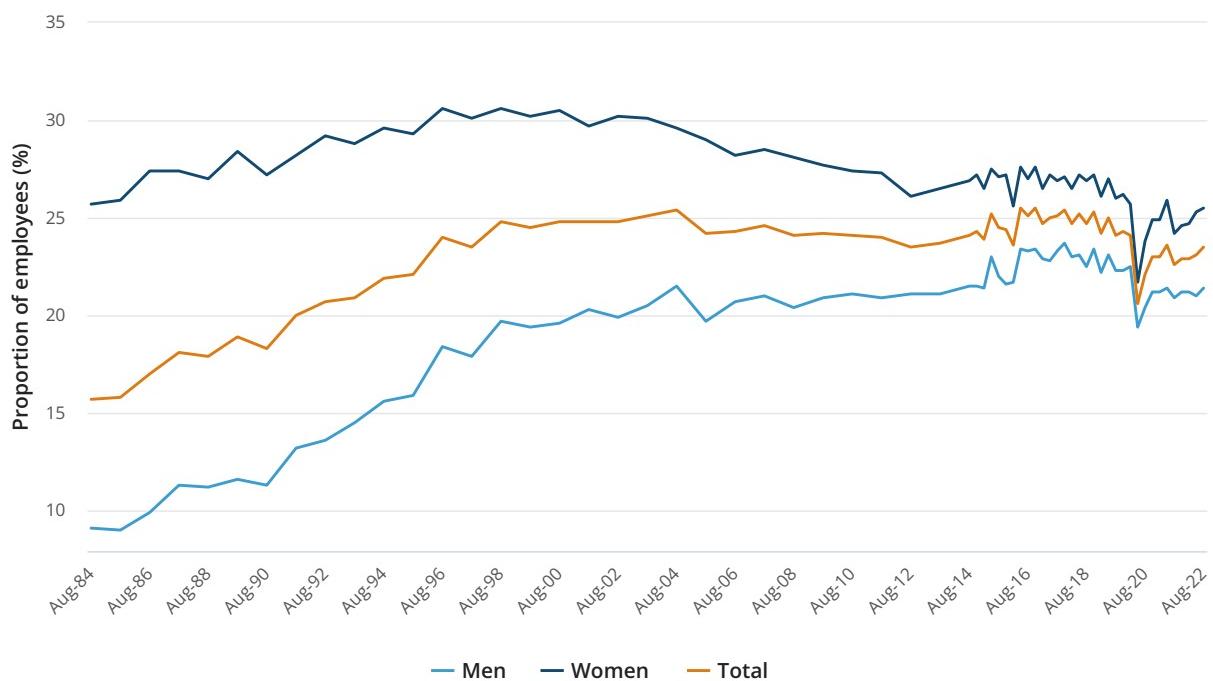
In August 2022, there were 2.7 million employees who were not entitled to paid leave. This is equivalent to 23% of all employees, or 20% of all employed people.

For employees who work part-time in their main job, 52% were not entitled to paid leave (1.7 million).

Quarterly measures of paid leave entitlements have been collected in the Labour Force Survey since August 2014, and are available in Table 13 of [Labour Force, Australia, Detailed \(https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia-detailed/latest-release\)](#).

In May 2020, the proportion of employees in casual employment fell to 20.6%, which is the lowest rate since August 1991.

Share of casual employment



- Quarterly estimates from August 2014 onwards are sourced from [Labour Force, Australia, Detailed \(/statistics/labour/employment-and-unemployment/labour-force-australia-detailed/latest-release\)](https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia-detailed/latest-release).

What is casual employment?

There is no single definitive measure to determine the number of people in casual employment at any one time; however, the ABS most regularly uses information on paid leave entitlements as a proxy for measuring casual employment in the Australian labour force. The ABS has three data items related to casual employment:

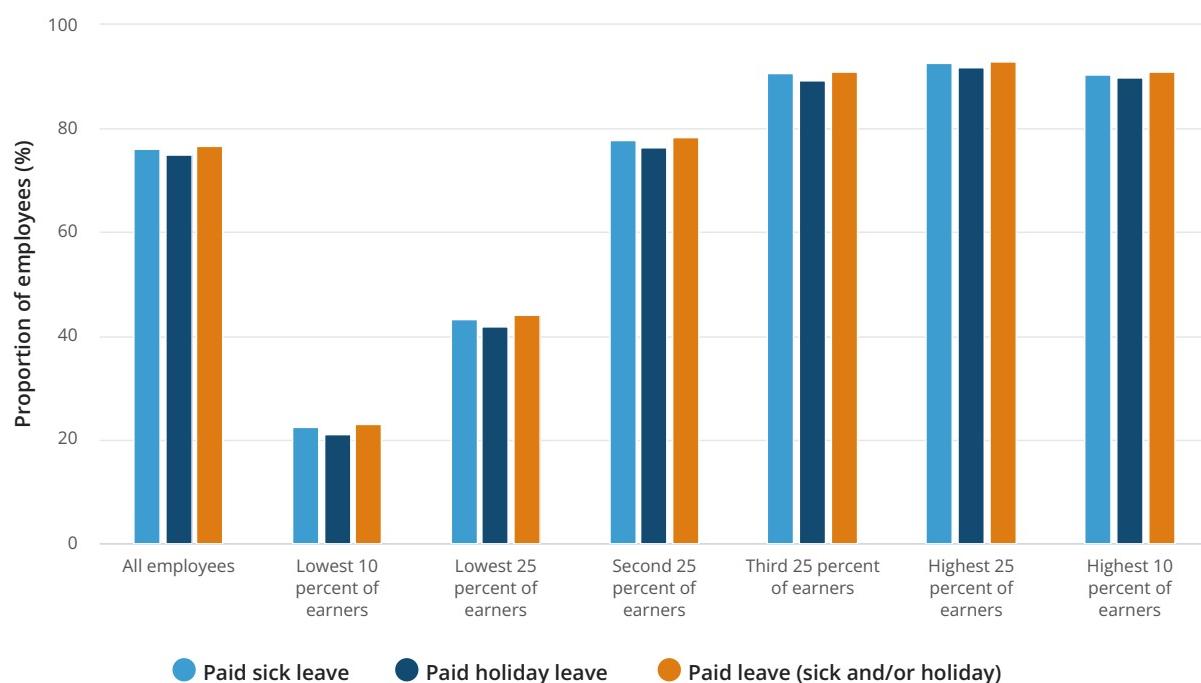
- employees without paid leave entitlements
- employees who receive a casual loading (last collected in August 2013)
- employees who consider their job to be casual (self-perception).

For more information, refer to [Labour Statistics: Concepts, Sources and Methods \(/statistics/detailed-methodology-information/concepts-sources-methods/labour-statistics-concepts-sources-and-methods/2021/concepts-and-sources/employment-arrangements\)](https://statistics.govt.nz/statistics/detailed-methodology-information/concepts-sources-methods/labour-statistics-concepts-sources-and-methods/2021/concepts-and-sources/employment-arrangements).

Access to leave entitlements is more common among higher paid workers. In August 2022, 92 per cent of employees who earned the median wage of \$1250 per week or more were entitled to paid sick leave or paid holiday leave.

For workers in the lowest 25 per cent of earners (less than \$800 per week), 44 per cent had access to paid sick leave or paid holiday leave.

Paid leave entitlements by lower and higher paid workers

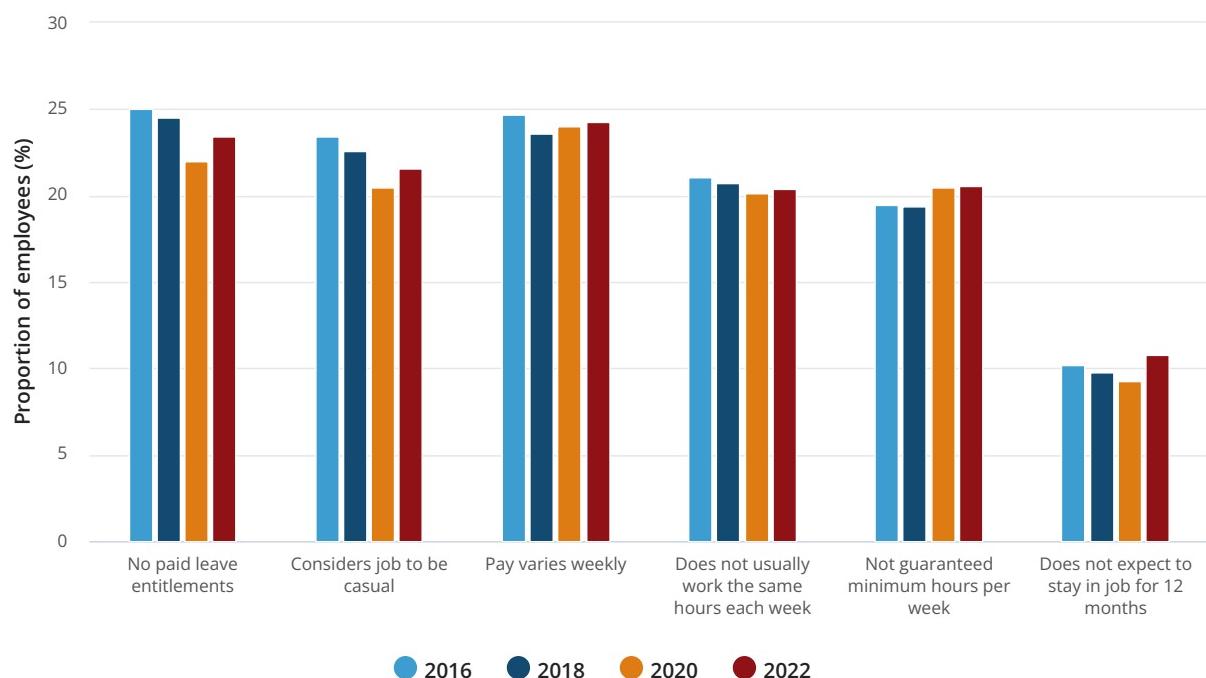


There are several other broader indicators of casual employment that can be used, for example a variable number of hours worked or earnings each week.

For employees in August 2022:

- 21.6% consider their job to be casual (self-perception) (2.5 million)
- 24.3% have earnings that vary from one period to the next (excluding overtime payments) (2.8 million)
- 20.4% do not usually work the same number of hours each week (2.3 million)
- 20.6% do not have a guaranteed minimum number of hours each week (2.3 million)
- 10.8% do not expect to be working for current employer in 12 months (1.2 million).

Indicators of casual employment



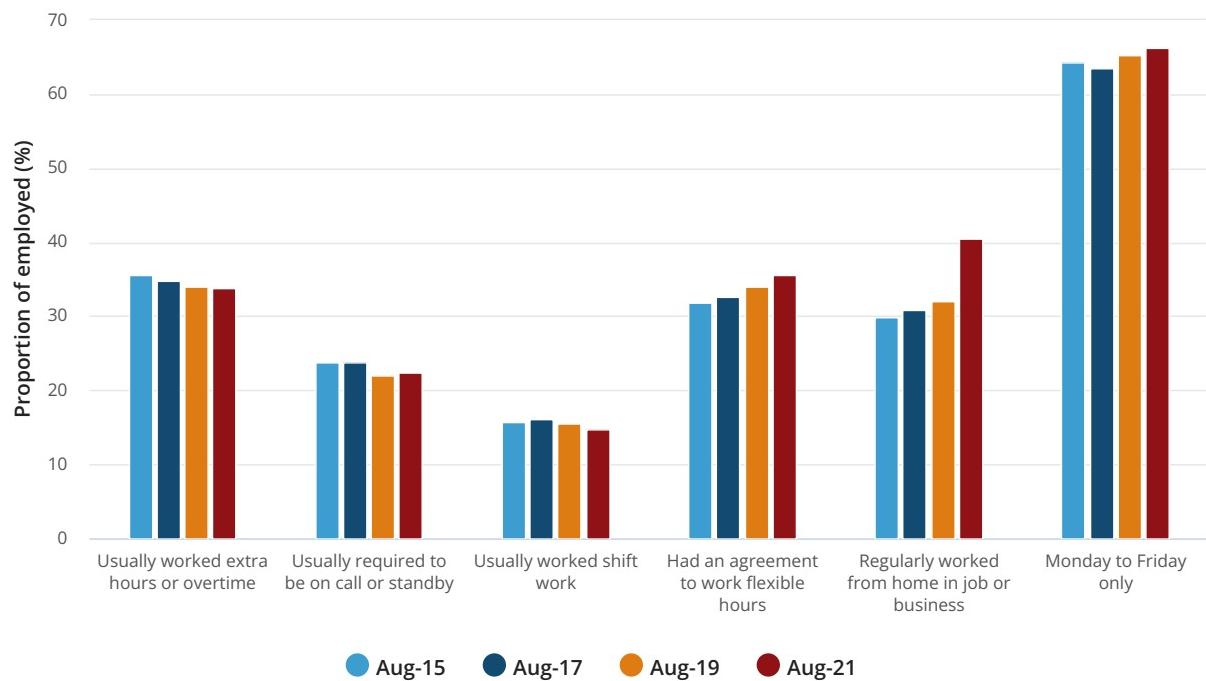
Working time arrangements

Some of the information on working arrangements is collected in alternating years of the Characteristics of Employment Survey. As a result, this section on working time arrangements contains data that was last collected in August 2021.

For employed people in August 2021:

- 36% had an agreement to work flexible hours, up from 32% in 2015 and 34% in 2019
- 41% regularly worked from home in August 2021, up from 30% in 2015 and 32% in 2019
- 34% usually worked extra hours or overtime, down from 36% in 2015
- 23% were usually required to be on call or standby, down from 24% in 2015.

Working arrangements



For more information on working from home statistics, refer to the 2021 edition of [Working arrangements \(/statistics/labour/earnings-and-working-conditions/working-arrangements/aug-2021#working-from-home\)](#).

Independent contractors

Additional questions in the Characteristics of Employment survey allow employment relationships to be reclassified using the Forms of employment framework. This enables

people's employment relationships to be classified as either:

- employees
- independent contractors
- other business operators.

Forms of employment framework

The following provides an outline of how people are classified in the Forms of employment framework.

In the monthly Labour Force survey (LFS), people are classified as employees, owner managers of incorporated enterprises (OMIEs) and owner managers of unincorporated enterprises (OMUEs) based on their responses to questions.

These people are then asked questions to identify key characteristics of employees, independent contractors and other business operators. The responses to these questions are then used to determine how people are classified as employees, independent contractors and other business operators in the Forms of employment framework.

These questions are:

- Do you work as an independent contractor in your job?
- Do you receive a pay slip/advice?
- Do you/Does your business invoice or bill clients/employers?
- Excluding wages and salary, are you able to make drawings from your employer/business?

The following decision table, shows how people are classified in the Forms of employment framework.

Status in employment (LFS)	Whether considered to be an independent contractor	Whether received pay slip/advice	Whether invoices or bills clients/employers	Whether able to make drawings from employer/business	emp
Employees	Yes	Yes	Yes	-	Ind C
Employees	Yes	Yes	No	Yes	Ind C

Status in employment (LFS)	Whether considered to be an independent contractor	Whether received pay slip/advice	Whether invoices or bills clients/employers	Whether able to make drawings from employer/business	emp
Employees	Yes	Yes	No	No	
Employees	Yes	No	Yes	-	Ind C
Employees	Yes	No	No	-	Ind C
Employees	No	Yes	-	-	
Employees	No	No	Yes	-	Ind C
Employees	No	No	No	-	
Owner managers	Yes	Yes	Yes	-	Ind C
Owner managers	Yes	Yes	No	Yes	Ind C
Owner managers	Yes	Yes	No	No	
Owner managers	Yes	No	Yes	-	Ind C
Owner managers	Yes	No	No	-	Ind C
Owner managers	No	Yes	Yes	-	Other
Owner managers	No	Yes	No	Yes	Other
Owner managers	No	Yes	No	No	
Owner managers	No	No	Yes	-	Other
Owner managers	No	No	No	-	Other

In August 2022, the industries which had the highest percentage of independent contractors were Construction (25%), Administrative and support services (20%) and Professional, scientific and technical services (14%).

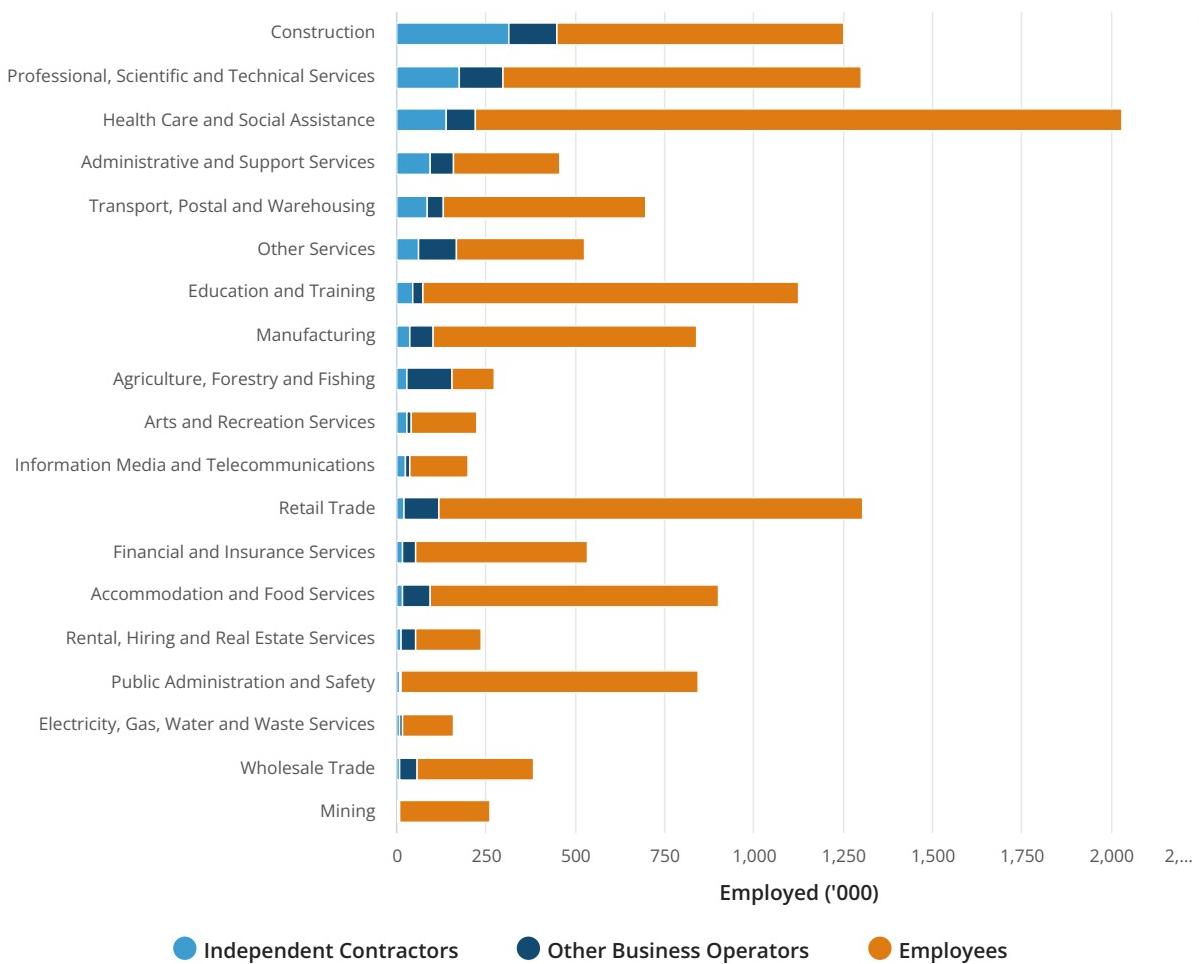
The industries with the largest proportional increases for independent contractors from

August 2017 to 2022 were Agriculture, forestry and fishing (7% to 10%) and Information media and telecommunications (10% to 12%). The largest proportional decrease was seen in Financial and Insurance Services (5% to 3%).

The industries with the highest proportion of other business operators were Agriculture, forestry and fishing (46%) and Other services (20%).

The industries with the highest proportion of non-employees (both independent contractors and other business operators) were Agriculture, forestry and fishing (56%) and Construction (36%).

Forms of employment, by industry

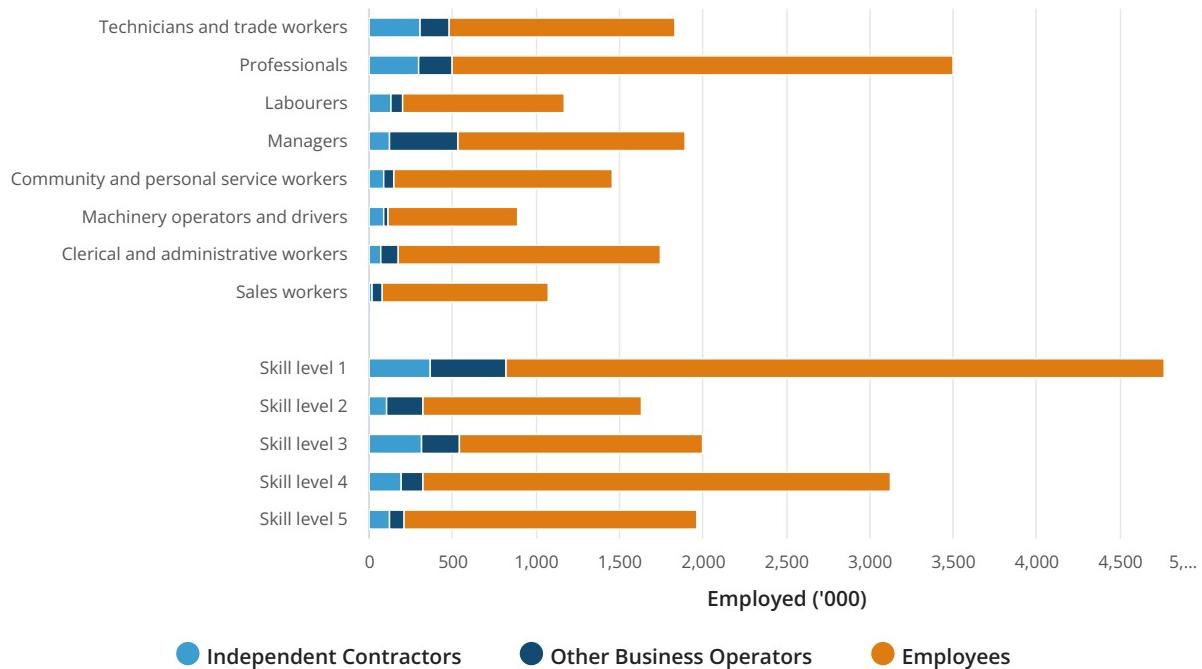


1. For more information on Industries, refer to [Australian and New Zealand Standard Industrial Classification \(ANZSIC\)](https://www.abs.gov.au/ausstats/abs@.nsf/mf/1292.0) (<https://www.abs.gov.au/ausstats/abs@.nsf/mf/1292.0>).

The occupations with the highest proportions of Independent Contractors were:

- Technicians and trade workers (17%)
- Labourers (11%)
- Machinery operators and drivers (10%).

Forms of employment, by occupation



1. Data is coded to ANZSCO ver 1.2. For more information on Occupations and Skill level, refer to [ANZSCO - Australian and New Zealand Standard Classification of Occupations \(<https://www.abs.gov.au/AUSSTATS/abs@.nsf/allprimarymainfeatures/4AF138F6DB4FFD4BCA2571E200096BAD?opendocument>\)](https://www.abs.gov.au/AUSSTATS/abs@.nsf/allprimarymainfeatures/4AF138F6DB4FFD4BCA2571E200096BAD?opendocument).

Labour hire

For information on people who find work through a labour hire firm or employment agency, refer to [Labour hire workers \(/statistics/labour/earnings-and-working-conditions/labour-hire-workers/latest-release\)](#).

Fixed-term contracts

In August 2022, 3.4% of employees were employed on a fixed-term contract (390,000

employees). Of these:

- 76% were working on a contract with a total term length of 1 year or less.
- 68% were working with less than 9 months remaining on their contract.

71% of employees on a fixed-term contract expected to remain working in their current job in 12 months' time. In comparison, 90% of employees not on a fixed-term contract expect to remain in their current job (ie employed on an ongoing basis).

The median weekly earnings for employees on a fixed-term contract were \$1,479, compared with \$1,248 for employees who were not on a fixed-term contract.

The industries with the highest proportion of employees on a fixed-term contract were:

- Education and training (11%)
- Information media and telecommunications (8%)
- Public administration and safety (7%)

Data downloads

Working arrangements

[!\[\]\(eaac180de418db4eae4b4cefebda75e8_img.jpg\) Download all \(7.53 MB\)](#)

Table 1 - Median earnings for employees and OMIEs by working arrangements, 2022

[!\[\]\(24ebf582a58af7318d9e75a2b147597b_img.jpg\) Download XLSX](#)

[115.63 KB]

Table 2 - Median earnings for employees and OMIEs by demographic characteristics, 2022

[!\[\]\(0df0bdc1e09cbc2587d9dd4511cb0c27_img.jpg\) Download XLSX](#)

[113.21 KB]

Table 3 - Form of employment by demographic characteristics, 2022

[!\[\]\(af26bfd2c3812732860041a1728b438b_img.jpg\) Download XLSX](#)

[70.04 KB]

Table 4 - Form of employment by industry, occupation and educational qualification, 2022

[!\[\]\(9dba7f2ab1cf56a0f0ce568aba9a03d3_img.jpg\) Download XLSX](#)

[84.58 KB]

Table 5 - Independent contractors by whether had authority over own work, industry and occupation, 2022

[!\[\]\(aeab325055073a3fa4383314ed10d8af_img.jpg\) Download XLSX](#)

[55.18 KB]

Table 6 - Employees on a fixed-term contract, 2014-2022

[!\[\]\(ad6ab0b77b86612fcbfecc8e2418b31e_img.jpg\) Download XLSX](#)

[7.24 MB]

Employee earnings

Table 1 - Employee earnings, 1975 to 2022

Contains employees with and without paid leave entitlements, 1984-2022

[!\[\]\(99af31d6d7b9b738106c66bf7ffde536_img.jpg\) Download XLSX](#)

[892.57 KB]

More information on the weekly earnings of employees available in [Employee earnings \(/statistics/labour/earnings-and-working-conditions/employee-earnings/latest-release\)](#)

Historical downloads

Table 1 - Median earnings for employees and OMIEs by working arrangements, 2014-2021

[!\[\]\(07549ea8c24e6a9587f5e27f215997c7_img.jpg\) Download ZIP](#)

[323.28 KB]

Table 2 - Median earnings for employees and OMIEs by demographic characteristics, 2014-2021

[!\[\]\(9fb35ce00785e0d1c8f42da5044e6593_img.jpg\) Download ZIP](#)

[828.12 KB]

Table 3 - Form of employment by demographic characteristics, 2014-2021

[!\[\]\(aff56d901f2147af331f1e9cefdfc8d6_img.jpg\) Download ZIP](#)

[520.77 KB]

Table 4 - Form of employment by industry, occupation and educational qualification, 2014-2021

[!\[\]\(0ed1d0a46b0441c5e79a66e5d8f92ca5_img.jpg\) Download ZIP](#)

[628.93 KB]

Table 5 - Independent contractors by whether had authority over own work, industry and occupation, 2014-2021

[!\[\]\(f45e3fe39dc92c07325422b2edc8bcf5_img.jpg\) Download ZIP](#)

[198.7 KB]

Previous catalogue number

This release uses ABS catalogue number 6336.0*.

Prior to 2020, statistics were published in:

- [Characteristics of Employment \(/statistics/labour/earnings-and-working-conditions/characteristics-employment-australia\)](/statistics/labour/earnings-and-working-conditions/characteristics-employment-australia) (6333.0**), 2014-2019
- [Employee Earnings, Benefits and Trade Union Membership \(\[https://www.abs.gov.au/AUSSTATS/abs@.nsf/second+level+view?ReadForm&prodno=6310.0&viewtitle=Employee%20Earnings,%20Benefits%20and%20Trade%20Union%20Membershp,%20Australia~August%202013~Latest~04/06/2014&&tabname=Past%20Future%20Issues&prodno=6310.0&issue=August%202013&num=&view=&\\)\]\(https://www.abs.gov.au/AUSSTATS/abs@.nsf/second+level+view?ReadForm&prodno=6310.0&viewtitle=Employee%20Earnings,%20Benefits%20and%20Trade%20Union%20Membershp,%20Australia~August%202013~Latest~04/06/2014&&tabname=Past%20Future%20Issues&prodno=6310.0&issue=August%202013&num=&view=&\) \(6310.0\), 1999-2013](https://www.abs.gov.au/AUSSTATS/abs@.nsf/second+level+view?ReadForm&prodno=6310.0&viewtitle=Employee%20Earnings,%20Benefits%20and%20Trade%20Union%20Membershp,%20Australia~August%202013~Latest~04/06/2014&&tabname=Past%20Future%20Issues&prodno=6310.0&issue=August%202013&num=&view=&))
- [Weekly Earnings of Employees \(Distribution\) \(](https://www.abs.gov.au/AUSSTATS/abs@.nsf/second+level+view?ReadForm&prodno=6310.0&viewtitle=Employee%20Earnings,%20Benefits%20and%20Trade%20Union%20Membershp,%20Australia~August%202013~Latest~04/06/2014&&tabname=Past%20Future%20Issues&prodno=6310.0&issue=August%202013&num=&view=&))
- [Forms of Employment \(](https://www.abs.gov.au/AUSSTATS/abs@.nsf/second+level+view?ReadForm&prodno=6359.0&viewtitle=Forms%20of%20Employment,%20Australia~November%202013~Latest~07/05/2014&&tabname=Past%20Future%20Issues&prodno=6359.0&issue=November%202013&num=&view=&))
- [Working Time Arrangements \(](https://www.abs.gov.au/AUSSTATS/abs@.nsf/second+level+view?ReadForm&prodno=6342.0&viewtitle=Working%20Time%20Arrangements,%20Australia~November%202012~Latest~03/05/2013&&tabname=Past%20Future%20Issues&prodno=6342.0&issue=November%202012&num=&view=&))
- [\(6341.0\), 1982-1986](https://www.abs.gov.au/AUSSTATS/abs@.nsf/second+level+view?ReadForm&prodno=6341.0&viewtitle=Alternative%20Working%20Arrangements,%20Australia~Sep-Nov%201986~Latest~25/07/1988&&tabname=Past%20Future%20Issues&prodno=6341.0&issue=Sep-Nov%201986&num=&view=&))
- [\(6338.0\), 1981](https://www.abs.gov.au/ausstats/abs@.nsf/mf/6338.0)
- [\(6328.0\), 1976](https://www.abs.gov.au/ausstats/abs@.nsf/mf/6328.0)
- [\(6329.0\), 1976](https://www.abs.gov.au/ausstats/abs@.nsf/mf/6329.0)
- [Locations of Work \(<https://www.abs.gov.au/AUSSTATS/abs@.nsf>](https://www.abs.gov.au/AUSSTATS/abs@.nsf)

- [\(6275.0\), 1989-2008](/second+level+view?ReadForm&prodno=6275.0&viewtitle=Locations%20of%20Work~Nov%202008~Latest~08/05/2009&&tabname=Past%20Future%20Issues&prodno=6275.0&issue=Nov%202008&num=&view=&_)
- [\(6334.0\), 1979-1994](/second+level+view?ReadForm&prodno=6334.0&viewtitle=Employment%20Benefits,%20Australia~Aug%201992~Latest~15/02/1993&&tabname=Past%20Future%20Issues&prodno=6334.0&issue=Aug%201992&num=&view=&_)
 - [Working Conditions \(\[\\(6335.0\\), 1979\]\(https://www.abs.gov.au/ausstats/abs@.nsf/mf/6335.0\)](Working%20Conditions%20(https://www.abs.gov.au/ausstats/abs@.nsf/mf/6335.0)(6335.0),%201979)
 - [\(6317.0\), 1974-1989](/second+level+view?ReadForm&prodno=6317.0&viewtitle=Annual%20and%20Long-Service%20Leave%20Taken,%20Australia~May%201988%20to%20Apr%201989~Latest~16/04/1990&&tabname=Past%20Future%20Issues&prodno=6317.0&issue=May%201988%20to%20Apr%201989&num=&view=&_)

*Note: Catalogue number 6336.0 was previously used for [Information Paper: Average Weekly Earnings: New Series to Replace Former Payroll Tax Based Series \(<https://archive.org/details/63360-1982>\)](Information%20Paper:_Average%20Weekly%20Earnings:_New%20Series%20to%20Replace%20Former%20Payroll%20Tax%20Based%20Series%20(https://archive.org/details/63360-1982)_), 1982.

**Note: Catalogue number 6333.0 was previously used for [Working Conditions, Australia \(Preliminary\) \(<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6335.0Feb-May%201979?OpenDocument>\)](Working%20Conditions,_Australia_(Preliminary)%20(https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6335.0Feb-May%201979?OpenDocument)_,%20Feb%20to%20May%201979), Feb to May 1979.

Methodology

[Characteristics of Employment, Australia methodology, August 2022](Characteristics%20of%20Employment,_Australia%20methodology,_August%202022)